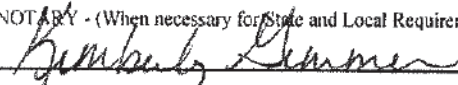
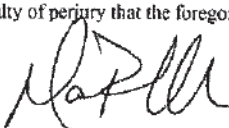

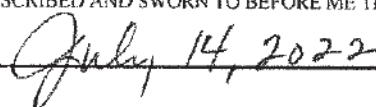


EXHIBIT A

CHARGE OF DISCRIMINATION		AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER E-07/22-54235 28E-2022-01347
Missouri Commission on Human Rights and EEOC			
NAME Marc Miller		HOME TELEPHONE [REDACTED]	
STREET ADDRESS [REDACTED]		CITY, STATE AND ZIP CODE [REDACTED]	DATE OF BIRTH [REDACTED]
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME Crash Champions Crash Champions LLC	NUMBER OF EMPLOYEES, MEMBERS 15+	TELEPHONE (816) 767-0707	
STREET ADDRESS 13420 South US Highway 71	CITY, STATE AND ZIP CODE Grandview, MO 64030	COUNTY Jackson	
CAUSE OF DISCRIMINATION BASED ON <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> AGE <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER		DATE DISCRIMINATION TOOK PLACE EARLIEST (ADE/VEPA) LATEST (ALL) Latest: Approx. April 29, 2022 <input type="checkbox"/> CONTINUING ACTION	
PARTICULARS: On or about August 16, 2021, I began employment with Respondent as a GM. My supervisor, District Officer Chris Norris, made age-related remarks to/about me. In early 2022, Norris hired an employee in his late-20s or early-30s named Evan. Norris then withheld support and communication from me and became increasingly hostile toward me. In or about April 2022, I learned that Norris had asked two other younger employees if they were interested in my position. When I asked Norris about his lack of support and communication with me and confronted him about offering my position to 2 younger employees, he said: "I was just saying that because of your age. You're the oldest GM..." I opposed this age-related remark directly with Norris and told him it wasn't right. Approximately 2 weeks later, Norris fired me. On or about April 29, 2022, Norris told me I was being fired because you're losing too many employees." I was then replaced by a younger employee.			
FILED JUL 15 2022 MO Commission on Human Rights Jefferson City Office			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (When necessary for State and Local Requirements) 	
I declare under penalty of perjury that the foregoing is true and correct. 7/14/2022 		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information, and belief. SIGNATURE OF COMPLAINANT: 	
Date _____ Charging Party (Signature) _____		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE: 	
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"> KIMBERLY GEMMER Notary Public, Notary Seal State of Missouri Jackson County Commission # 15638693 My Commission Expires 09-17-2023 </div>			